

PERSONAL EXPLANATION

HON. NEIL ABERCROMBIE

OF HAWAII

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. ABERCROMBIE. Madam Speaker, I regret that I was unavoidably detained and missed rollcall vote No. 788 and vote No. 790. Had I been present, I would have voted "yea" on both.

**LILLY LEDBETTER FAIR PAY ACT
OF 2007**

SPEECH OF

HON. NANCY E. BOYDA

OF KANSAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, July 31, 2007

Mrs. BOYDA of Kansas. Madam Speaker, on May 29th, 2007, the Supreme Court ruled on *Ledbetter vs. Goodyear*. Lilly Ledbetter was a 19-year employee of the Goodyear Tire Plant in Gadsden, AL. After discovering a substantive wage gap between herself and her seemingly equal, male co-workers, Ledbetter filed suit claiming gender wage discrimination. While Ledbetter won the case in a Federal court, Goodyear appealed and the case made it to the Supreme Court. In a thin margin, 5-4, the Supreme Court decided that Ledbetter had missed her legal window. Under Title VII of the Civil Rights Act of 1964, employees have 180 days after an alleged act of discrimination takes place to file a complaint. While this 180-day deadline has commonly been interpreted to start over with each additional paycheck, the Supreme Court limited this right and claimed that only the first paycheck counts as the act of discrimination.

Justice Ruth Bader Ginsburg was one of the four Supreme Court justices who disagreed with the ruling, and she called upon Congress to act. H.R. 2831, the Lilly Ledbetter Fair Pay Act is Congress's response. This bill will reverse this Supreme Court decision by making the original Congressional intent clear—renewing the 180-day deadline every time a worker receives a discriminatory paycheck. This strengthens measures to ensure paycheck fairness and to address unfair wage gaps through legal measures, as well as strengthening the rights of employees.

This ruling is in blatant disregard of how the average employment environment functions. It means that unless employees discover a potentially discriminatory action within the first 180 days of their first paycheck, or last pay change, they have no legal ground to challenge it. This ruling was made with the assumption that new employees enter their workplace with a clear knowledge of what their coworkers earn and that more established employees already know the wages of their co-workers. This is not the case. Many employees do not feel comfortable talking about their wages in the workplace, or disputing their wages too soon after beginning a new job. Moreover, many workplaces discourage their employees from discussing their wages at all. Yet, if employees do discover that they have been discriminated against, and it's past the 180-day deadline, employers have legal immunity.

While I respect the Supreme Court, I believe that Justice Ginsburg was correct when she stated that the Court's decision ignored real-world employment practices. This is not a gender issue; all employees should have an equal chance of getting a just wage.

I believe that Congress must find a way to fix the problem that the Ledbetter decision poses for employees who have experienced discrimination. However, I do not believe that this bill was the best way to accomplish that. By not establishing any deadlines after the initial hire date, Congress has now gone too far; similar to the Supreme Court decision, they have ignored the realities of the average employment environment. I agree that employees need more time than 180 days, but I also believe that employers need to be afforded some timeline as well. I hope to work with both women's organizations and businesses to find an equal balance—we owe both sides that degree of security about what our anti-discrimination laws mean.

**TRIBUTE TO RUSSELL J.
SALVATORE****HON. BRIAN HIGGINS**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. HIGGINS. Madam Speaker, I rise today to honor Russell "Russ" J. Salvatore for his lifelong dedication to service and hospitality in western New York. As owner of Salvatore's Italian Gardens of Buffalo, NY, for the past 40 years, Russ built a restaurant that has become one of western New York's most famous culinary treasures.

Originally owned by his father Joseph Salvatore, Salvatore's Restaurant was first located on East Delavan Avenue and Harriet Street on Buffalo's East Side. In 1967, Salvatore's Restaurant was passed down to Russ and his brother, but it was not long before Russ pursued his own endeavors and opened "Salvatore's Italian Gardens" on Transit Road. Thanks to Russ's selfless devotion and passion to serve the public, he converted what was once a small pizza and hot dog stand into an internationally praised fine-dining landmark.

Russ's dream of running the largest fine dining restaurant in Buffalo became reality through his commitment and hard work. Today, Salvatore's Italian Gardens is one of the biggest, most impressive restaurants in the entire country. A perfectionist, Russ never tired from the day-to-day operations of his business but embraced and enjoyed every moment.

Under Russ's direction, Salvatore's Italian Gardens has been recognized with endless awards that confirm Salvatore's excellence in fine dining, banquets, and culinary expertise. The Triple A 3-Diamond Award, and the Millennium International Award of Excellence, named the restaurant as one of America's top 100 restaurants of the 20th century.

Even after signing over his restaurant to his son, Joe, in 2004, Russ continued to run the place and interact enthusiastically with patrons. Now that his business has been completely turned over to Joe, Russ has decided to continue making significant contributions to the western New York community by building

a new school for Trocaire College—the Russell J. Salvatore School of Hospitality and Business. Through this school, Russ hopes to educate others about careers and opportunities in the hospitality industry.

Madam Speaker, thank you for this opportunity to stand before you and honor one of Western New York's finest entrepreneurs. Mr. Salvatore's lifelong accomplishments have truly enriched the life quality of Buffalo and western New York. Russ, you have created a truly remarkable legacy, and I wish you continued fulfillment in all of your future endeavors.

**PAYING TRIBUTE TO U.S. ARMY
SPECIALIST FOURTH CLASS
CHARLES E. BILBREY, JR.****HON. MAURICE D. HINCHEY**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

MR. HINCHEY. Madam Speaker, I rise today to remember a young but distinguished constituent, Charles E. Bilbrey, Jr. On July 27, 2007, Charles Jr. made the ultimate sacrifice in service to his country while deployed in Diyala Province, Iraq.

Charles Jr. was raised by his parents, Mr. and Mrs. Charles Bilbrey, Sr., in Owego, New York and enlisted in the Army one year before graduating from Owego Free Academy in 2005. He was known by his family and friends for his playful sense of humor and resolve to join the Army. Full of potential and determination, he quickly rose two ranks during his two years with the military. Those he served with knew him for his bravery in the face of grave danger and referred to him as "a soldier's soldier." It came as little surprise that he had volunteered for the risky mission that ultimately became his last.

While no words can express the immeasurable debt we owe Charles Jr. and his family, they have our deepest gratitude and respect. Without the dedicated members and families of our Nation's military, we would not have the benefit of the freedoms that are evident throughout our country and the world. While we mourn the loss of Charles Jr., we salute him for his selfless commitment, valor, and unwavering military service to this great nation. Madam Speaker, it is my honor to humbly thank U.S. Army Specialist Fourth Class Charles E. Bilbrey, Jr. for his dedication and service to his country. May his family and all those who knew him seek comfort in his memory. He has left an indelible mark on his friends, family and community that will never be forgotten.

**FENTRESS COUNTY VETERANS
PAY TRIBUTE TO FALLEN
BROTHERS AND SISTERS****HON. LINCOLN DAVIS**

OF TENNESSEE

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. LINCOLN DAVIS of Tennessee. Madam Speaker, it is one of my great honors as a Member of Congress to attend ceremonies that pay tribute to our gallant veterans and to assist them in anyway possible.

On September 8, 2007, veterans from Fentress County, Tennessee will be in Washington, D.C. to lay a wreath at the Tomb of the Unknown Soldier. This special group will be comprised of veterans of World War II, Korea, Vietnam, and Desert Storm.

During their visit to Washington, the first for many, they will also tour the monuments erected to honor those who have served. It is at those hallowed memorials where they will be to pay their respects to their fallen brothers and sisters.

Whether serving stateside or overseas, the men and women of America's Armed Forces embody the true spirit of what makes this country of ours so great. They have embarked on noble journeys to free many from the jaws of tyranny and oppression, usually at their own peril. They deserve our admiration, support, and appreciation.

In closing, I am humbled with the knowledge that others have paid such a steep price to give us the liberties and freedoms we all enjoy today. May God continue to look over the souls of those who have gone before us and look down at us with all his blessings.

HONORING THE CAYUGA, ELKHART, FRANKSTON, AND NECHES INDEPENDENT SCHOOL DISTRICTS IN ANDERSON COUNTY, TEXAS

HON. JEB HENSARLING

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. HENSARLING. Madam Speaker, today I would like to honor the Cayuga, Elkhart, Frankston, and Neches Independent School Districts in Anderson County, Texas for excellence in education.

Education is a fundamental part of the development of our Nation's youth. The Texas Education Agency recently released the 2007 annual performance ratings for schools across Texas. It is notable that the Cayuga, Elkhart, Frankston, and Neches Independent School Districts were able to maintain their rating of "recognized"—which is the second-highest possible rating.

Their performance illustrates the commitment and dedication of the administrators, teachers, and staff who provide students with a quality education. In particular, I would like to recognize the work of Superintendents Rick Webb, Glenn Hambrick, Austin Thacker, and Randy Snider.

Madam Speaker, as the representative for Anderson County, I would like to commend the Cayuga, Elkhart, Frankston, and Neches Independent School Districts for their continued achievements in education.

HONORING RICK CORNETT

HON. PATRICK J. TIBERI

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. TIBERI. Madam Speaker, I rise today to honor and recognize the dedication and achievements of Mr. Rick Cornett of Worthington, Ohio. August 1, 2007 marked the 10-

year anniversary of Mr. Cornett's leadership as Executive Director of the Ohio Optometric Association.

Beginning his career serving as a Clinical Specialist for the U.S. Army, Mr. Cornett has spent more than three decades working in leadership roles. His continued enthusiasm about eye and vision issues, disease and care is admirable.

During his tenure, the Ohio Optometric Association has enjoyed phenomenal success. The Association has increased their resources, public health initiatives and advocacy for expanding patient access to services and promoting the importance of a lifetime of comprehensive eye care. Mr. Cornett has spent 10 years dedicated to the profession of optometry and ensuring the care of patients. The Ohio Optometric Association is fortunate to have the leadership and enthusiasm of a director like Mr. Cornett.

I am honored to have this opportunity to recognize Mr. Cornett for his dedication and hard work over his 10 years of service and wish him the best for the next 10 years.

HONORING THE ALAMEDA CREEK ALLIANCE'S TENTH ANNIVERSARY

HON. FORTNEY PETE STARK

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. STARK. Madam Speaker, I rise today to pay tribute to the Alameda Creek Alliance on its tenth anniversary. The Alameda Creek Alliance is a non-profit community watershed restoration group within California's 13th congressional district. It was formed in 1997, after steelhead trout in the Central California Coast were listed as a threatened species. The organization has spent the last decade working to restore runs of steelhead trout and salmon to the Alameda Creek watershed, the largest tributary to southern San Francisco Bay.

The Alliance is working with a consortium of a dozen local, State and Federal water supply and land management agencies on projects to restore native fish habitat in Alameda Creek. The efforts of the Alliance have resulted in the removal of four obsolete dams from Alameda Creek and the construction of two fish ladders to allow fish to migrate to suitable habitat upstream. Another dam removal and construction of four additional fish ladders are in the planning stages. These projects will make up to 20 miles of Alameda Creek accessible to ocean-run fish for the first time in over half a century.

The Alameda Creek Alliance, which has grown to an organization of 1,400 members, has organized over 70 local and regional conservation and fly-fishing groups in support of the Alameda Creek restoration. The Alliance educates the residents of Fremont, Union City, Newark, Sunol, Pleasanton, Dublin and Livermore, California about watershed restoration and protection of endangered species and their habitats. The Alliance also trains volunteers for fish rescues, creek cleanups, creek monitoring, and assisting biologists in gathering scientific data essential to steelhead restoration. The Alameda Creek restoration efforts have been featured in over 200 newspaper articles over the past decade.

I congratulate the Alameda Creek Alliance on their 10 years of exemplary service to our

community and send best wishes for continued success.

INTRODUCING MEMORIAL MARKER BILL

HON. JAMES R. LANGEVIN

OF RHODE ISLAND

IN THE HOUSE OF REPRESENTATIVES

Friday, August 3, 2007

Mr. LANGEVIN. Madam Speaker, I rise today to reintroduce a bill that would allow family members to request a memorial marker for placement in a national cemetery in order to commemorate servicemembers buried overseas.

As Members of Congress, we all have the great opportunity to hear stories of duty and honor from our constituents. I had such a chance right after Memorial Day in 2004 when I received a letter from Henry Stad, a resident of Rhode Island and a World War II veteran. Mr. Stad asked that I sponsor a bill that would allow family members of servicemembers that were killed in action and buried overseas to be able to request a burial plaque to be set in a family burial plot in the United States. I was happy to look into this request from a man who gave so much to his country.

Madam Speaker, as you know, the United States currently has 24 permanent overseas burial grounds that are the final resting place for nearly 125,000 of the brave men and women who died serving our country. These sites are the responsibility of the American Battle Monuments Commission and are a wonderful tribute to those who sacrificed for our Nation. However, the Department of Veterans Affairs maintains that because these graves can be visited, there is no need to provide families at home with a memorial marker for their deceased loved ones buried there.

As a result, I introduced a bill that will help families memorialize those who died in service to our country and are buried overseas. According to the Department of Veterans Affairs, those servicemembers whose remains are classified as "unavailable for burial" are eligible for government-provided memorial markers or headstones. While this classification includes those whose remains have not been recovered or who were buried at sea, there is one glaring exception to this definition—those who died fighting for freedom abroad and were laid to rest there.

Families are proud of these courageous men and women who answered the call to protect our country and then paid the ultimate price. Unfortunately, for many families, a trip abroad to visit their loved ones is not possible due to finances or old age. A memorial marker is a way to keep the memory of their loved one alive, while also teaching younger generations about sacrifice. We should not deny the families of these courageous men and women the ability to obtain memorial markers when we already do it for so many others. To correct this, my legislation will add overseas burials to the VA's "unavailable for burial" classification and finally let these men and women be memorialized by their families here at home.

Madam Speaker, this legislation will help memorialize those that accepted the call to protect our country.